



# महाराष्ट्र शासन राजपत्र

## भाग एक-ल

वर्ष १, अंक ४०]

गुरुवार ते बुधवार, नोव्हेंबर ५-११, २०१५/कार्तिक १४-२०, शके १९३७

[पृष्ठे ९६, किंमत : रुपये २३.००

### प्राधिकृत प्रकाशन

(केंद्रीय) औद्योगिक विवाद अधिनियम व मुंबई औद्योगिक संबंध अधिनियम यांखालील  
(भाग एक, चार-अ, चार-ब आणि चार-क यांमध्ये प्रसिद्ध केलेल्या अधिसूचना, आदेश व निवाडे यांव्यतिरिक्त)  
अधिसूचना, आदेश व निवाडे.

### BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Tanneries and Leather.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in employment in Tenneries and Leather manufacturing (hereinafter referred to as the said scheduled employment) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

#### *Schedule I*

Months		1982=100 (based Index) Mumbai Index Number
(1)		(2)
January, 2006	...	632
February, 2006	...	627
March, 2006	...	627
April, 2006	...	637
May, 2006	...	642
June, 2006	...	653

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Tanneries and Leather.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act) ascertained and declared the cost of living index number as shown column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in Tenneries and Leather manufacturing (hereinafter referred to as the said scheduled employment) the State of Maharashtra (hereinafter referred to as the schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time:—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	632
February, 2006	627
March, 2006	627
April, 2006	637
May, 2006	642
June, 2006	653

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA. 2191/7214/Lab-7, dated the 11th October 1994 has directed to the said Competent Authority to calculate after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each the said cost of living index number declared by it for the said six months and the ascertained in the rise of such average over Mumbai City of Living Index Number of 269 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every Rise of Points (3)	Rupees Per Month (4)
			Rs.
1	I	One	2.50
2	II	One	2.50
3	III	One	2.50
4	IV	One	2.50

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. 2191/7214/Lab-7, dated the 11th October 1994.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. 2191/7214/Lab-7, dated the 11th October 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months compencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	917.50 p.m.
2	II	917.50 p.m.
3	III	917.50 p.m.
4	IV	917.50 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Utensils.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Rural Wings) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of living index number applicable to the employees employed in employment in any establishment manufacturing Utensils and for other household articles with or without admixture of Zinc, Brass, Copper, Aluminium, Stainless Steel and or other metal (hereinafter referred to as the said scheduled employment.) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	632
February, 2006	627
March, 2006	627
April, 2006	637
May, 2006	642
June, 2006	653

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the

Minimum Wages Act, 1948, Mumbai.  
**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Utensils.—Whereas, the Deputy Commissioner of Labour (Rural Wing), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act) ascertained and declared the cost of living index number as shown column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule applicable to the employees employed in any establishment manufacturing Utensils for other household articles with or without admixture of Zinc, Brass, Copper, Aluminium, Stainless Steel and or other metal (hereinafter referred to as the said scheduled employment.) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time:—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	...
February, 2006	...
March, 2006	...
April, 2006	...
May, 2006	...
June, 2006	...

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department, No. MWA. 5892/7428/Lab-7, dated the 18th October 1994 has directed to the said Competent Authority to calculate after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each the said cost of living index number declared by it for the said six months and to ascertained in the rise of such average over Mumbai City Index Number of 274 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every Rise of Points (3)	Rupees Per Month (4)
			Rs.
1	I	One	5.00
2	II	One	5.00
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively,

means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA.5892/7428/Lab-7, dated the 18th October 1994.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department, No. MWA.5892/7428/Lab-7, dated the 18th October 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months compencing on the 1st July 2006 to 31st December 2006 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	1785.00 p.m.
2	II	1785.00 p.m.
3	III	—
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Wooden Photo Frame.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertained, pleased to declare that the cost of living index number applicable to the employees employed in the employment in any industry in which Photo or picture frame making or other similar work or any work incidental to such process is carried on (hereinafter referred to as the said scheduled employment.) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	632
February, 2006	627
March, 2006	627
April, 2006	637
May, 2006	642
June, 2006	653

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Wooden Photo Frame.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance of clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) as certain and declared the cost of living index number as shown column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in any industry in which Photo, or picture frame making or other similar work or any work incidental to such process is carried on (hereinafter referred to as the said scheduled employment.) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	632
February, 2006	627
March, 2006	627
April, 2006	637
May, 2006	642
June, 2006	653

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA/6692/7371/Lab-7, dated the 29th November 1994 has directed to the said Competent Authority to calculate after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each the said cost of living index number declared by it for the said six months and the ascertain in the rise of such average over Mumbai City of Living Index Number of 279 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Schedule employment in the Zone specified in column (2) of the Schedule II appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every Rise of Points (3)	Rupees Per Month (4)
			Rs.
1	I	One	3.85
2	II	One	3.85
3	III	One	3.85
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II and III formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/6692/7371/Lab-7, dated the 29th November 1994.



Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA/6692/7371/Lab-7, dated the 29th November 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months compencing on the 1st July 2006 to 31st December 2006 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	1374.45 p.m.
2	II	1374.45 p.m.
3	III	1374.45 p.m.
4	IV	1374.45 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Wooden Furniture.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertain), pleased to declare that the cost of living index number applicable to the employees employed in the employment in any industry in which wooden furniture making or other similar work or any work incidental to such process is carried on (hereinafter referred to as the said scheduled employment), in the State of Maharashtra for the months shown in column (1) of the schedule hereto appended, shall be as shown in column (2) to (11) of the said schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Wooden Furniture.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA/5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in Clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of living index number as shown in column (2) of the Schedule-I, appended hereto for the months shown in Column (1) of the said Schedule application to the employees employed in any industry in which wooden furniture making or other similar work or any work incidental to such process is carried on (hereinafter referred to the said scheduled employment) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And where, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA/6592/(7286)/Lab-7, dated 21st October 1994 has directed the said Competent Authority to calculated after expiry of every six months, compencing from 1st day of January and 1st day July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for ten centers of 257 and also to determine for every such rise of one point the Special Allowance (Payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	2.60 p.m.
2	II	One	2.60 p.m.
3	III	One	2.60 p.m.
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/6592/(7286)/Lab-7, dated 21st October 1994.

Now, therefore, in exercise of the powers conferred by the Government Notification Industries, भाग एक-ल-२अ

Energy and Labour Department No. MWA/6592/(7286)/Lab-7, dated 21st October 1994. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of Schedule-III, appended hereto in relation to six months compencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	850.20 p.m.
2	II	850.20 p.m.
3	III	850.20 p.m.
—	—	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Watch Strips.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is after having ascertain, pleased to declare that the cost of living index number applicable to the employees employed in the employment in Watch Strips manufacturing (hereinafter referred to as the said scheduled employment), in the State of Maharashtra for the months shown in column (1) of the schedule hereto appended, shall be as shown in column (2) to (11) of the said schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Watch Strips.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in Clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of living index number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in Column (1) of the said Schedule application to the employees employed in Watch Strips manufacturing (hereinafter referred to as the said scheduled employment), in the State of Maharashtra (hereinafter referred to as the said Scheduled Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA. 1095/7786/Lab-7, dated 3rd July 1998 has directed the said Competent Authority to calculate after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for ten centers of 375 and also to determine for every such rise of one point the Special Allowance (Payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.85 p.m.
2	II	One	3.85 p.m.
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 1095/7786/Lab-7, dated 3rd July 1998.

Now, therefore in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA. 1095/7786/Lab-7, dated 3rd July 1998. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of Schedule-III, appended hereto in relation to six months compencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	804.65 p.m.
2	II	804.65 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Handloom Industry.—In exercise of the powers conferred by Notification, Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated 3rd August 1984, the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertain), pleased to declare that the cost of living index number applicable to the employees employed in the employment in Handloom Industry (hereinafter referred to as the said scheduled employment) in the State of Maharashtra for the months shown in column (1) of the schedule hereto appended, shall be as shown in column (2) to (11) of the said schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.



**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Handloom Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated 3rd August 1984, has in pursuance in Clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act), ascertained and declared the cost of living index number as shown in column (2) to (11) of the Schedule-I, appended hereto for the months shown in Column (1) of the said Schedule application to the employees employed in Handloom Industry (hereinafter referred to as the said scheduled employment), in the State of Maharashtra (hereinafter referred to as the said Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification, Industries, Energy and Labour Department, No. MWA. 1098/(395)/Lab-7, dated 30th May 2001 has directed the said Competent Authority to calculate after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for ten centers of 445 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zones specified in column (2) of Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.00
2	II	One	3.00
3	III	One	3.00
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA/1098/(395)/Lab-7, dated 30th May 2001.

Now, therefore in exercise of the powers conferred by the Government Notification, Industries, Energy and Labour Department, No. MWA/1098/(395)/Lab-7, dated 30th May 2001. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of Schedule-III, appended hereto in relation to six months compencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	417.00 p.m.
2	II	417.00 p.m.
3	III	417.00 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA./SPL/Potteries.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA.5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of living index number applicable to the employees employed in the employment in Potteries (hereinafter referred to as the said scheduled employment) in the State of Maharashtra for the months shown in column (1) of the schedule hereto appended, shall be as shown in column (2) to (11) of the said schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA./SPL/Potteries.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of living index number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in Potteries (hereinafter referred to as the said scheduled employment), in the State of Maharashtra (hereinafter referred to as the Scheduled Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA. 1098/374/Lab-7, dated 15th April 2002 has directed the said Competent Authority to calculated after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for ten centers of 445 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.50
2	II	One	3.50
3	III	One	3.50
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/1098/374/Lab-7, dated 15th April 2002.

Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA/1098/374/Lab-7, dated 15th April 2002. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Schedule Employment in the areas mentioned in column (2) of Schedule-III, appended hereto in relation to six months commencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	374.50 p.m.
2	II	374.50 p.m.
3	III	374.50 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Forest and Forestry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of living index number applicable to the employees employed in the employment in Forest and Forestry (hereinafter referred to as the said scheduled employment), in the State of Maharashtra for the months shown in column (1) of the schedule hereto appended, shall be as shown in column (2) to (11) of the said schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Forest and Forestry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of living index number as shown in column (2) to (11) of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in Forest and Forestry (hereinafter referred to as the said scheduled employment), in the State of Maharashtra (hereinafter referred to as the Scheduled Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA. 5293/7588/Lab-7, dated 2nd July 2003 has directed the said Competent Authority to calculated after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for ten centers of 501 and also to determine for every such rise of one points the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month
(1)	(2)	(3)	(4)
1	I	One	Rs. 3.00
2	II	—	—
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/5293/7588/Lab-7, dated 2nd July 2003.

Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA/5293/7588/Lab-7, dated 2nd July 2003. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Schedule Employment in the areas mentioned in column (2) of Schedule-III, appended hereto in relation to six months compencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	Whole State of Maharashtra.	249.00 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.



**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Silver Ornaments.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertain), pleased to declare that the cost of living index number applicable to the employees employed in the employment in Silver ornaments or their componants with or without any other metal is carried on or any work indental to such process is carried on (hereinafter referred to as the said scheduled employment), in the State of Maharashtra for the months shown in column (1) of the schedule hereto appended, shall be as shown in column (2) to (11) of the said schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

**M. A. KATTI,**  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Silver Ornaments.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of living index number as shown in column (2) to of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in Silver articles ornaments or their companents with or without any other metal is carried on or any work incidental to such process is carried on (hereinafter referred to as the said scheduled employment) in the State of Maharashtra (hereinafter referred to as the Scheduled Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA. 7190/CR-237/Lab-7, dated 11th August 2003 has directed the said Competent Authority to calculated after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for ten centers of 501 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/day
(1)	(2)	(3)	(4)
			Rs.
1	I	One	3.00
2	II	One	3.00
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/7190/CR-237/Lab-7, dated 11th August 2003.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA/7190/CR-237/Lab-7, dated 11th August 2003. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of Schedule-III, appended hereto in relation to six months compencing on the 1st July 2006 to 1st December 2006 at the rate of mentioned in column (3) of the said Schedule III.J :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	249.00
2	II	249.00

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Tobacco (including Bidimaking).—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertain), pleased to declare that the cost of living index number applicable to the employees employed in the employment in Tobacco (including Bidimaking) manufacturing (hereinafter referred to as the said scheduled employment.) in the State of Maharashtra for the months shown in column (1) of the schedule hereto appended, shall be as shown in column (2) to (11) of the said schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Tobacco (including Bidimaking).—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertained and declared the cost of living index number as shown in column (2) to of the Schedule I, appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in Tobacco (including Bidimaking) manufacturing (hereinafter referred to as the said scheduled employment.) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months	Mumbai Index Number	Pune Index Number	Jalgaon Index Number	Auran- gabad Index Number	Nanded Index Number	Nagpur Index Number	Solapur Index Number	Nashik Index Number	Kolhapur Index Number	Akola Index Number
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Jan., 2006	632	595	535	589	546	566	549	593	584	544
Feb., 2006	627	595	539	593	546	566	549	593	587	545
Mar., 2006	627	600	541	601	554	571	553	593	588	550
April, 2006	637	615	547	606	562	576	558	593	596	557
May, 2006	642	620	548	609	569	590	577	608	605	571
June, 2006	653	630	548	615	574	622	587	613	610	573

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA. 1094/7751/Lab-7, dated the 18th March 1997 has directed the said Competent Authority to calculated after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to ascertain in the rise of such average over the average of the cost of living Index Number for ten centers of 360 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled Employment in the Zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No.	Zones	Every Rise of Points	Rupees Per Month/day
(1)	(2)	(3)	(4)
			Rs.
1	I	One	0.10 p.d.
2	II	One	0.10 p.d.
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zone I, II, III and IV shall representatively, means Zone I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/1094/7751/Lab-7, dated the 18th March 1997.

Now, therefore in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA/1094/7751/Lab-7, dated the 18th March 1997. The said Competent Authority is pleased to determine in the aforesaid manner and declare the special allowance (cost of living allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled Employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months compencing on the 1st July 2006 to 31st December 2006 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	23.30 p.m.
2	II	23.30 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Stable.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA-5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement), Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of living index number applicable to the employees employed in the employment in any premises where in buffaloes or cows or both are kept for milking, cleaning or feeding and for any other ancillary process (hereinafter referred to as the said scheduled employment.) in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	3210
February, 2006	3261
March, 2006	3287
April, 2006	3343
May, 2006	3369
June, 2006	3420

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Stable.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority) *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) as ascertained and declared the cost of living index number as shown in column (2) of the Schedule I appended hereto for the months shown in column (1) of the said Schedule application to the employees employed in any premises where in buffaloes or cows or both are kept for milking, cleaning or feeding and for any other ancillary process (hereinafter referred to as the said schedule employment) in the State of Maharashtra (hereinafter referred to as the Schedule Employment) and published in the *Maharashtra Government Gazette*, from time to time :—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	3210
February, 2006	3261
March, 2006	3287
April, 2006	3343
May, 2006	3369
June, 2006	3420

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA. 6285/6262/Lab-7, dated the 15th May 1986 has directed to the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of living index number declared by it for the said six months and to as certain in the rise of such average over the Mumbai City of Living Index Number of 500 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages) for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Schedule employment in the Zone specified in column (2) of the Schedule appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every Rise of Points (3)	Rupees Per Month (4)
			Rs.
1	I	One	1.00
2	II	One	0.80
3	III	One	0.65
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA. 6285/6262/Lab-7, dated the 15th May 1986.



Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA. 6285/6262/Lab-7, dated the 15th May 1986. The said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of living Allowance) payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st September 2006 to 28th February 2007 at the rate of mentioned in column (3) of the said Schedule III :—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (cost of living allowance payable)
(1)	(2)	(3)
		Rs.
1	I	2815.00 p.m.
2	II	2252.00 p.m.
3	III	1829.75 p.m.
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R.W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Cinema Exhibition Industry.—In exercise of the power conferred by Notification Industries, Energy and Labour Department, No. MWA./5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in “Cinema Exhibition Industry (hereinafter referred to as the said scheduled employment)” the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months (1)	1960=100 (based Index) Mumbai Index Number (2)
July, 2006	3369
Aug., 2006	3420
Sept., 2006	3420

M. A. KATTI,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Cinema Exhibition Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointment as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to the said Act) ascertain and declared the cost of Living Index Number as shown in column (2) of the Schedule I, appended hereto for the months shown in column (1) of the said Scheduled application to the employees employed in “Cinema Exhibition Industry (hereinafter referred to as the said scheduled employment”. in the State of Maharashtra (hereinafter referred to as the Scheduled Employment) and published in the *Maharashtra Government Gazette*, from time to time:—

*Schedule I*

Months (1)	1960=100 (based Index) Mumbai Index Number (2)
July, 2006	3369
Aug., 2006	3420
Sept., 2006	3420

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA. 2683/5448/Lab-7, dated the 5th September 1983 has directed the said Competent Authority to calculated after expiry of every six months, commencing from 1st day of January and 1st day of July, the average of each of the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the over Mumbai City of Living Index Number of 325 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the Zone specified in column (2) of the Schedule appended hereto, at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every Rise of Points (3)	Rupees Per Month (4)
			Rs.
1	I	One	1.00
2	II	One	1.00
3	III	One	1.00
4	IV	One	0.65
5	V	One	0.65

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/2683/5448/Lab-7, dated the 5th September 1983.

Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA. 2683/5448/Lab-7, dated 5th September 1983, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months commencing on the 1st October 2006 to 31st December 2006 at the rate of mentioned in column (3) of the said Schedule III:—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		Rs.
1	I	3078.00 p.m.
2	II	3078.00 p.m.
3	III	3078.00 p.m.
4	IV	2000.70 p.m.
5	V	2000.70 p.m.

M. A. KATTI,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Salt Pan Industry.—In exercise of the powers conferred by Notification Industries, Energy and Labour Department, No. MWA./5284/5819/Lab-7, dated the 3rd August 1984 the Deputy Commissioner of Labour (Enforcement) Mumbai as the Competent Authority under section 2(c) of the Minimum Wages Act, 1948 is (after having ascertained), pleased to declare that the cost of Living Index Number applicable to the employees employed in the employment in “Salt Pan Industry (hereinafter referred to as the said scheduled employment )” in the State of Maharashtra for the months shown in column (1) of the Schedule hereto appended, shall be as shown in column (2) to (11) of the said Schedule for the purpose of section 2(d) of the said Act :—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	632
February, 2006	627
March, 2006	627
April, 2006	637
May, 2006	642
June, 2006	653
July, 2006	658
Aug., 2006	668
Sept., 2006	668

M. A. KATTI,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT  
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948**

Commerce Center, Tardeo, Mumbai 400 034, dated the 6th January 2007

No. MWA/SPL/Salt Pan Industry.—Whereas, the Deputy Commissioner of Labour (Enforcement), Mumbai having been appointed as the Competent Authority (hereinafter referred to the said Competent Authority), *vide* Government Notification Industries, Energy and Labour Department, No. MWA./5284/5819/Lab-7, dated the 3rd August 1984, has in pursuance in clause (c) of section 2 of the Minimum Wages Act, 1948 (hereinafter referred to as the said Act) ascertained and declared the cost of Living Index Number as shown in column (2) of the Schedule I, appended here to for the months shown in column (1) of the said Scheduled application to the employees employed in “Salt Pan Industry (hereinafter referred to as the said scheduled employment”. in the State of Maharashtra (hereinafter referred to as the Scheduled Employment) and published in the *Maharashtra Government Gazette*, from time to time:—

*Schedule I*

Months (1)	1982=100 (based Index) Mumbai Index Number (2)
January, 2006	632
February, 2006	627
March, 2006	627
April, 2006	637
May, 2006	642
June, 2006	653
July, 2006	658
Aug., 2006	668
Sept., 2006	668

And whereas, the Government of Maharashtra by Notification Industries, Energy and Labour Department No. MWA/5291/7207/Lab-7, dated the 25th January 1996 has directed the said Competent Authority to calculated after expiry of every six months, compencing from 1st day of January and 1st day of July, the average of each the said cost of Living Index Number declared by it for the said six months and to ascertain in the rise of such average over the Mumbai City of Living Index Number of 273 and also to determine for every such rise of one point the Special Allowance (payable in addition to the basic rate of wages), for each of the six months (immediately following the months in respect of which such average has been calculated as aforesaid) payable to the employees in the said Scheduled employment in the zone specified in column (2) of the Schedule appended hereto at the rate of specified in the column (4) of the said Schedule :—

*Schedule II*

Sr. No. (1)	Zones (2)	Every Rise of Points (3)	Rupees Per Month (4)
			Rs.
1	I	One	3.85 p.m.
2	II	One	3.85 p.m.
3	III	—	—
4	IV	—	—

*Explanation.*—For the purpose of this Notification, Zones I, II, III and IV shall representatively, means Zones I, II, III and IV formed for the purpose and shown in the Notification, Industries, Energy and Labour Department No. MWA/5291/7207/Lab-7, dated the 25th January 1996.

Now, therefore, in exercise of the powers conferred by the Government Notification Industries, Energy and Labour Department No. MWA/5291/7207/Lab-7, dated the 25th January 1996, the said Competent Authority is pleased to determine in the aforesaid manner and declare the Special Allowance (Cost of Living Allowance), payable in addition to the basic rate of wages to the employees employed in the said Schedule employment in the areas mentioned in column (2) of Schedule III, appended hereto in relation to six months compencing on the 1st October 2006 to 31st September 2006 at the rate mentioned in column (3) of the said Schedule III:—

*Schedule III*

Sr. No.	Zones	Amount of Special Allowance (Cost of Living Allowance Payable)
(1)	(2)	(3)
		Rs.
1	I	1436.05 p.m.
2	II	1436.05 p.m.
3	III	—
4	IV	—

M. A. KATTI,  
Deputy Commissioner of Labour (R. W.)  
and Competent Authority under the  
Minimum Wages Act, 1948, Mumbai.

**ऊद्योग, उर्जा व कामगार विभाग**

मंत्रालय, मुंबई ४०० ०३२, दिनांक २७ ऑक्टोबर २०१५

**अधिसूचना**

क्रमांक आयसीई.०९१५/प्र.क्र. ६९/काम. ६.—महाराष्ट्र चौकशी न्यायालय, कामगार न्यायालये व औद्योगिक न्यायालये यांचे न्यायिक अधिकारी (सेवाप्रवेश, नियुक्ती आणि शिस्तभंग विषयक कार्यवाही) नियम, १९९९ च्या नियम-५ नुसार प्रदान करण्यात आलेल्या अधिकारांचा वापर करून मा. उच्च न्यायालय, मुंबई यांनी त्यांचे पत्र क्र.अ. १२२६/८३/३५३१/२०१५ दिनांक १६ सप्टेंबर २०१५ अन्वये शिफारशी नुसार “श्रीमती निशा टिकेश्वर घोटेकर, यांची सदस्य, औद्योगिक न्यायालय, नागपूर,” या पदावर नियुक्ती करण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**व. मुं. भरोसे**

शासनाचे उप सचिव.

In pursuance of clause (3) of article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. ICE.0915/C.R.69/Lab-6, dated 27th October 2015, ordinary is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

**V. M. BHAROSE,**

Deputy Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Mantralaya, Mumbai 400 032, dated the 27th October 2015

**NOTIFICATION**

No. ICE.0915/C.R.69/Lab-6.—In exercise of the power conferred by Rule 5 of Maharashtra Judicial Officers of the Courts of Enquiry, Labour Court, Industrial Courts (Recruitment, Appointment and Disciplinary Action) Rule, 1999 and with reference to the letter of Hon'ble High Court, Mumbai No. A.1226/83/3531/2015 dated 16th September 2015, The Government of Maharashtra hereby appoint “Smt. Nisha Tikeshwar Ghotekar, as Member, Industrial Court, Nagpur.”

By order and in the name of the Governor of Maharashtra,

**V. M. BHAROSE,**

Deputy Secretary to Government.



## ऊद्योग, उर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक २७ ऑक्टोबर २०१५

### अधिसूचना

क्रमांक आयसीई.०९१५/प्र.क्र. ७०/काम. ६.—महाराष्ट्र चौकशी न्यायालय, कामगार न्यायालये व औद्योगिक न्यायालये यांचे न्यायिक अधिकारी (सेवाप्रवेश, नियुक्ती आणि शिस्तभंग विषयक कार्यवाही) नियम, १९९९ च्या नियम-५ नुसार प्रदान करण्यात आलेल्या अधिकारांचा वापर करून मा. उच्च न्यायालय, मुंबई यांनी त्यांचे पत्र क्र.अ. १२२६/८३/३५६२/१५ दिनांक २१ सप्टेंबर २०१५ अन्वये केलेल्या शिफारशी नुसार “श्री. यशवंत ग्यानोबा चावरे, यांची सदस्य औद्योगिक न्यायालय, सातारा,” या पदावर नियुक्ती करण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

व. मुं. भरोसे

शासनाचे उप सचिव.

In pursuance of clause (3) of article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. ICE.0915/C.R.70/Lab-6, dated 27th October 2015, ordinary is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

V. M. BHAROSE,

Deputy Secretary to Government.

### INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Mantralaya, Mumbai 400 032, dated the 27th October 2015

### NOTIFICATION

No. ICE.0915/C.R.70/Lab-6.—In exercise of the powers conferred by Rule 5 of Maharashtra Judicial Officers of the Courts of Enquiry, Labour Court, Industrial Courts (Recruitment, Appointment and Disciplinary Action) Rule, 1999 and with reference to the letter of Hon'ble High Court, Mumbai No. A.1226/83/3562/2015 dated 21st September 2015, The Government of Maharashtra hereby appoints “Shri Yeshwant Gyanoba Chaware, as Member, Industrial Court, Satara.”

By order and in the name of the Governor of Maharashtra,

V. M. BHAROSE,

Deputy Secretary to Government.

**ऊद्योग, उर्जा व कामगार विभाग**

मादाम कामा रोड, हुतात्मा राजगुरु चौक, मंत्रालय, मुंबई ४०० ०३२,  
दिनांक २८ ऑक्टोबर २०१५

**अधिसूचना****कामगार राज्य विमा अधिनियम, १९४८.**

क्रमांक ईएसआय.२०१५/प्र.क्र. २७/कामगार-३.—कामगार राज्य विमा अधिनियम, १९४८ (१९४८ चा ३४) च्या कलम ८७ व कलम ९१-अ अन्वये प्रदान करण्यात आलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे, जवाहर सहकारी सूत गिरणी मर्या., धुळे या आस्थापनेस दिनांक २१ मे २०१५ ते दिनांक २० मे २०१६ पर्यंत एक वर्षाच्या कालावधीसाठी उक्त अधिनियमाच्या अंमलबजावणीतून सूट देण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

**भारती चं. शिंदे,**  
कक्ष अधिकारी.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. ESI.2015/CR-27/Lab-3, dated the 28th October 2015, is published in *Maharashtra Government Gazette*, Part-I-L, under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

**B. S. KOLASE,**  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Madam Kama Road, Hutatma Rajguru Chowk, Mantralaya,  
Mumbai 400 032, dated the 28th October 2015

**NOTIFICATION**

EMPLOYEES' STATE INSURANCE ACT, 1948.

No. ESI.2015/CR-27/Lab-3.—In exercise of the powers conferred under section 87 read with section 87 and 91-A of the Employees State Insurance Act, 1948 (34 of 1948), and at all other powers enabling in that behalf the Government of Maharashtra hereby exempts M/s. Javahar Shetkari Sahkari Soot Girni Ltd., Dhule from implementation of the provisions of the said Act for the period of One year from the date of issue i.e. 21st May 2015 to 20th May 2016.

By order and in the name of the Governor of Maharashtra,

**BHARATI C. SHINDE,**  
Desk officer.

पुढील अधिसूचना इत्यादी असाधारण राजपत्र म्हणून त्यांच्यासमोर दर्शविलेल्या दिनांकांना प्रसिद्ध झालेल्या आहेत :-

१६

मंगळवार, जानेवारी २८, २०१४/माघ ८, शके १९३५

### उद्योग, ऊर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक २८ जानेवारी २०१४

#### अधिसूचना

**महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.**

क्रमांक एसजीए. २०१४/प्र.क्र. ३९/काम-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची एकच्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विवक्षित सुरक्षा रक्षकांना, (यात यापुढे ज्याचा उल्लेख “उक्त सुरक्षा रक्षक” असा करण्यात आला आहे), उक्त अनुसूची एकच्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकाकडे कामावर ठेवलेले आहे अशा मे. बी. कॅट सिव्क्युरिटी सर्व्हिसेस (रायगड), ४०३, आनंद पॅलेस, टाऊन हॉल समोर, कोर्ट नाका, ठाणे (पश्चिम) ४०० ६०१ व मालक, श्रीमती रुक्मीणी सखाराम मोरे यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “उक्त योजना” असा करण्यात आला आहे) यांच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरित पाहता कमी फायदेशीर नाहीत असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची दोनमध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, **राजपत्रात** ही अधिसूचना प्रसिद्ध केलेल्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.

#### अनुसूची-१

अ. क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नांव व पत्ता (४)
१	विजय प्रल्हाद खैरनार	सुरक्षा रक्षक	मे. डॉर्फ केटल केमिकल्स इंडिया प्रा. लि., जे/१२/१, एमआयडीसी, तळोजा, जि. रायगड.
२	दूरदुंडेश्वर मारुती कांबळे	सुरक्षा रक्षक	”
३	सुरेंद्र मधुकर सोरटे	सुरक्षा रक्षक	”
४	राजेंद्र लक्ष्मण मुळीक	सुरक्षा रक्षक	”
५	भागवत माणिक जाधव	सुरक्षा रक्षक	”
६	इंद्रराज चिंतामणी यादव	सुरक्षा रक्षक	”
७	जयनाथ महानंद झा	सुरक्षा रक्षक	”
८	दत्त मारुती कांबळे	सुरक्षा रक्षक	”

**टीप.—**महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

## अनुसूची २

## मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक एजन्सी (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

**किमान शैक्षणिक पात्रता.**— इयत्ता ८ वी उत्तीर्ण.

**शारीरिक पात्रता.**— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “ क ” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान : वेतनाच्या १० टक्के

उपदान : वेतनाच्या ४ टक्के

भरपगारी रजा : वेतनाच्या ६ टक्के

भरपगारी सुट्टी : वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.**— (अ) **त्रैमासिक विवरणपत्र.**— मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “ अ ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**—(१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ ब ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यांत तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ ड ” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूट प्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदींनुसार एजन्सीने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूट प्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूट प्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूट प्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदींनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. **मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहील. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहील.**

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्केहून अधिक असणार नाही इतका अधिभार दंडाच्या रूपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडित केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

नमुना “ अ ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,  
एप्रिल-जून,  
जुलै-सप्टेंबर,  
ऑक्टोबर-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ ब ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “क”

## एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक	सुरक्षा रक्षकाचे नाव	धनादेश क्रमांक व दिनांक	रक्कम
(१)	(२)	(३)	(४)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “ड”

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.



In pursuance of clause (3) of article 348 of the Constitution of India the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2014/C.R. 39/LAB-5, dated the 28th January 2014 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,  
Joint Secretary (Labour) to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Mantralaya, Mumbai 400 032, dated the 28th January 2014.

**NOTIFICATION**

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE ACT, 1981.

No. SGA. 2014/CR-39/LAB-5.—Whereas, certain Security Guards whose names are mentioned in column (2) of Schedule I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in column (4) of the said Schedule I, employed by M/s. B Cat Security Services, (Raigad), 403, Anand Palace, Opp. Town Hall, Court Naka, Thane (West) 400 601 and owner Smt. Rukmini Sakharam More have applied for grant of exemption, under section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”);

And Whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, the exercise of powers conferred by section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication this notification in *Official Gazette*, subject to conditions specified in Schedule 11 appended hereto.

*Schedule I*

Sr. No.	Name of Security Guards	Class	Name and address of Principal of Employer
(1):	(2)	(3)	(4)
1	Vijay Pralhad Khairnar	Security Guard	M/s. Dorf Catle Chemicals India Pvt. Ltd., J/12/1, MIDC, Talaja, Dist.-Raigad.
2	Durdundeshwar Maruti Kamble	Security Guard	— —
3	Surendra Madhukar Sorate	Security Guard	— —
4	Rajendra Laxman Mulik	Security Guard	— —
5	Bhagwat Manik Jadhav	Security Guard	— —
6	Indraraj Chintamani Yadav	Security Guard	— —
7	Jainath Mahanand Jha	Security Guard	— —
8	Dattu Maruti Kamble	Security Guard	— —

*Note.*— Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

*Schedule II***Conditions to be followed by the Employer Agency and Principal Employer**

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards, as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational physical and other requirements for the Security Guards shall be as follows :—

*Minimum Educational Qualification.*—8th Standard Passed.

*Physical Requirements :* (A) (1) Height – 162 c.m.

(2) Weight – 50 kg.

(3) Chest – 79 c.m. (Without Expansion) and  
84 c.m. (On Expansion)

(4) Sight – If wearing glasses, the glass should not have  
excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in  
height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform :* Two Paris in a year.

(b) *Shoes :* One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform :* (Once in two years) Raincoat, Trousers and Cap. Woolen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month. The Agency shall give the following benefits to the Security Guards :—

Ex-Gratia	: 10% of wages
Gratuity	: 4% of wages
Leave with wages	: 6% of wages
Paid Holidays	: 1% of wages

Contribution to be deposited with the Competent Authorities in respect of various statutes such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority & challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns.*—(a) *Quarterly Return.*—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return.*—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipt to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return.*—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, alongwith copies of challans and other details.

8. *Enrollment of the Agency with the Board.*—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency.*—The Principal Employer who is engaging exempted Security Guards of the Agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment Fees.*—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per Clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 within stipulated time.

11. *Registered Office.*—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board alongwith documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards.*—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card.*—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues.*—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one Principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification.

The employer agency who persistently makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty. Surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund. E.S.I.C. Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amount of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned therein above at the rate which is in force at any given Point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

## FORM 'A'

**Quarterly Return to be filed by the Agency****Quarterly Return for the months :****Date :**

(January-March

April-June

July-September

October-December)

**Name and Address of the Agency :****Notification No. and Date :****Registration No. of Agency with the Board :**

Serial No.	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

**Authorised Signatory,****(Name and Designation).**

## FORM 'B'

**Half Yearly Return to be submitted by Security Guards Agency****Period of Return :****Date :**

January to June/ July to December

**Name and Address of the Agency :****Notification No. and Date :****Registration No. of Agency with the Board :**

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency- Categorywise	No. of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

**Authorised Signatory,****(Name and Designation).**

FORM 'C'

**Statement to be submitted to the Security Guards Board  
regarding disbursement of wages.**

**Disbursement of wages for the month of :**

**Name and Address of the Principal Employer :**

**Name of the Bank (Branch and Address) :**

Serial No. (1)	Name of the Security Guard (2)	No. and Date of the Cheque (3)	Amount (4)
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**Authorised Signatory,**

**(Name and Designation).**

FORM 'D'

**Annual Return to be submitted by Security Guards Agency**

**Period of Annual Return :**

**Date :**

**Name and Address of the Agency :**

**Notification No. and Date :**

**Registration No. of Agency with the Board :**

Serial No. (1)	Months (April to March) (2)	Total No. of Security Guards engaged (3)	Total Wages Paid to the Security Guard (4)	The wages on which the P.F. contribution is deducted (5)	3% Levy Submitted to the Board (6)
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**Authorised Signatory,**

**(Name and Designation)**

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,

Section Officer.

१७

मंगळवार, जानेवारी २८, २०१४/माघ ८, शके १९३५

**उद्योग, ऊर्जा व कामगार विभाग**

मंत्रालय, मुंबई ४०० ०३२, दिनांक २८ जानेवारी २०१४

**अधिसूचना****महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.**

क्रमांक एसजीए. २०१४/प्र.क्र. ३९/काम-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची एकच्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विवक्षित सुरक्षा रक्षकांना, (यात यापुढे ज्याचा उल्लेख “उक्त सुरक्षा रक्षक ” असा करण्यात आला आहे), उक्त अनुसूची एकच्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकाकडे कामावर ठेवलेले आहे अशा मे. प्रखर सिक्युरिटी अँड अलाईड सर्व्हिसेस, (पुणे), १, एम. जी. रोड, अब्बास चेंबर, अरोरा टॉवरजवळ, पुणे ४११ ००१ व मालक, श्री. पियुष पुष्कर खरे यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतूदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “उक्त योजना ” असा करण्यात आला आहे) यांच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरित पाहता कमी फायदेशीर नाहीत असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण ) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून, महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची दोनमध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, **महाराष्ट्र शासन राजपत्रात** ही अधिसूचना प्रसिद्ध केलेल्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.



अनुसूची-१

अ. क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नांव व पत्ता (४)
१	सौरव भारत उपाध्याय	सुरक्षा रक्षक	मे. पुणा रेडीअटर्स अँड ऑईल कुलर,
२	सुनिल चिंतामण मोरे	मुख्य सुरक्षा रक्षक	९३/१ बी, मांजरी बुद्रुक, पुणे ४१२ ३०७.
३	पृथ्वीराज साहेबराव चव्हाण	सुरक्षा रक्षक	—,—
४	विलास विष्णू आंधळे	सुरक्षा रक्षक	—,—
५	पंकज श्रीधर धुमाळे	सुरक्षा रक्षक	—,—
६	संतोष श्रीराम डोंगरे	सुरक्षा रक्षक	मे. ट्रायझंटो इंडिया प्रा. लि., कलस्टर बी इवोन फ्रि झोन, ३री लाईन, चौथा मजला, एमआयडीसी, खराडी, नॉलेज पार्क, पुणे ४११ ०१४.
७	समीर अरुण नाईकधुरे	सुरक्षा रक्षक	—,—
८	संजय प्रकाश मिश्रा	सुरक्षा रक्षक	—,—
९	लक्ष्मण बन्सीधरराव कचवे	सुरक्षा रक्षक	—,—
१०	सुरज उत्तम जाधव	सुरक्षा रक्षक	—,—
११	शिवहरी उमाजी आंधळे	सुरक्षा रक्षक	—,—
१२	अविनाशकुमार आदेश दुबे	सुरक्षा रक्षक	—,—
१३	विरेंद्रकुमार बालकृष्ण ओझा	सुरक्षा रक्षक	—,—
१४	ओमप्रकाश रामबल्लव सिंग	सुरक्षा रक्षक	मे. टीला सोर्सिंग इंडिया प्रा. लि., ६०१/६०२, डी-बिल्डिंग, ६वा मजला, वेक फिल्ड, आयटीसी आयटीआय, इन्फो पार्क, नगर रोड, पुणे ४११ ०१४.
१५	मिथीलेशकुमार रामचंद्र सिंग	सुरक्षा रक्षक	
१६	हनुमंत शिवाजी फडतरे	सुरक्षा रक्षक	—,—
१७	सुरेंद्र चैनलाल परदेशी	सुरक्षा रक्षक	—,—
१८	जयप्रकाश त्रिशुलधारी मिश्रा	सुरक्षा रक्षक	—,—
१९	पंजाबराव रामराव गवई	सुरक्षा रक्षक	—,—
२०	गजानन विश्वनाथ निर्मल	सुरक्षा रक्षक	—,—
२१	अनिल सुदामा वायभासे	सुरक्षा रक्षक	—,—
२२	धर्मेन्द्र उदय राय	सुरक्षा रक्षक	—,—
२३	असोक सोमराव पिल्ले	सुरक्षा रक्षक	मे. पदमजी पल्स अँड पेपर मिल्स लि., खेर गांव, चिंचवड, पुणे ४११ ०३३.
२४	रविंद्र लक्ष्मण चौधरी	सुरक्षा रक्षक	—,—
२५	संदिपकुमार बनवारीलाल शर्मा	सुरक्षा रक्षक	—,—
२६	शवाप्पा मलकाप्पा बिराजदार	सुरक्षा रक्षक	—,—
२७	अनिलकुमार राजेंद्रकुमार	सुरक्षा रक्षक	—,—
२८	सुरेश राम शर्मा	सुरक्षा रक्षक	—,—
२९	संजयकुमार कमलेश्वर सिंग	सुरक्षा रक्षक	—,—

**टीप.**—महाराष्ट्र शासन या सुरक्षा रक्षाकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षाकांना कामे देऊ शकतात.

## अनुसूची २

## मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक एजन्सी (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

**किमान शैक्षणिक पात्रता.**— इयत्ता ८ वी उत्तीर्ण.

**शारीरिक पात्रता.**— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “ क ” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान	:	वेतनाच्या १० टक्के
उपदान	:	वेतनाच्या ४ टक्के
भरपगारी रजा	:	वेतनाच्या ६ टक्के
भरपगारी सुट्टी	:	वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.**— (अ) **त्रैमासिक विवरणपत्र.**— मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “ अ ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**—(१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ ब ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यांत तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ ड ” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूट प्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीजने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूट प्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूट प्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूट प्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. **मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहील. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहील.**

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्केहून अधिक असणार नाही इतका अधिभार दंडाच्या रूपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडित केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

नमुना “ अ ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,  
एप्रिल-जून,  
जुलै-सप्टेंबर,  
ऑक्टोबर-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ ब ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “क”

## एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक	सुरक्षा रक्षकाचे नाव	धनादेश क्रमांक व दिनांक	रक्कम
(१)	(२)	(३)	(४)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “ड”

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2014/C.R. 18/LAB-5, dated the 28 January 2014 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,  
Joint Secretary (Labour) to Government.

## **INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Mantralaya, Mumbai 400 032, dated the 28 January 2014

### **NOTIFICATION**

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA.2014/C.R. 18/LAB-5.— Whereas, certain Security Gaurds whose names are mentioned in column (2) of Schedule I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in column (4) of the said Schedule-I, employed by M/s. Prakhar Security & Allied Services. (Pune). 1. M.G.Road, Abbas Chamber, Near Arora Tower, Pune-411 001 and owner Shri Piyush Pushkar Khare have applied for grant of exemption, under section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah . LVIII of 1981) from the operation of all provisions of the said Act and Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And Whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benifits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of powers conferred by section 23 of the Maharashtra Private Security Guards (Regulation of Employment and welfare) Act, 1981, the Goverment of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication this notification in *Official Gazette*, subject to conditions specified in Schedule-II appended hereto.

*Schedule I*

Sr. No.	Name of Security Guards	Class	Name and address of Principal of Employer
(1):	(2)	(3)	(4)
1	Saurav Bharat Upadhyay	Security Guard	M/s . Poona Radiators & Oil Cooler, 93/1 B, Manjari Budruk, Pune 412 307.
2	Sunil Chintaman More	Head Guard	—,,—
3	Prithviraj Sahebrao Chavan	Security Guard	—,,—
4	Vilas Vishnu Andhale	Security Guard	—,,—
5	Pankaj Shridhar Dhumale	Security Guard	—,,—
6	Santosh Shriram Dongre	Security Guard	M/s. Trizeto India Pvt. Ltd., Cluster B Evon Free Zone, 3rd line, 4th Floor, MIDC, Kharadi, Khnowledge Park, Pune 411 014
7	Samir Arun Naikdhure	Security Guard	—,,—
8	Sanjay Prakash Mishra	Security Guard	—,,—
9	Laxman Bansidharrao Kachave	Security Guard	—,,—
10	Suraj Uttam Jadhav	Security Guard	—,,—
11	Shivhari Umaji Andhale	Security Guard	—,,—
12	Avinashkumar Adesh Dubey	Security Guard	—,,—
13	Virendrakumar Balkrishna Ojha	Security Guard	—,,—
14	Omprakash Ramballav Singh	Security Guard	M/s. Tela Sourcing India Pvt, Ltd., 601/602, D - Building, 6th Floor, Weck Field, ITC ITI, Info Park, Nagar Road, Pune 411 014.
15	Mithileshkumar Ramchandra Singh	Security Guard	—,,—
16	Hanumant Shivaji Phadtare	Security Guard	—,,—
17	Surendra Chainalal Pardeshi	Security Guard	—,,—
18	Jaiprakash Trishuldhari Mishra	Security Guard	—,,—
19	Panjabrao Ramrao Gawai	Security Guard	—,,—
20	Gajanan Vishwanath Nirmal	Security Guard	—,,—
21	Anil Sudama Waybhase	Security Guard	—,,—
22	Dharmendra Uday Rai	Security Guard	—,,—
23	Ashok Somrao Pillay	Security Guard	M/s. Padamji Pulp & Paper Mills Ltd., Kher Goan, Chinchwad, Pune-411 033.
24	Ravindra Laxman Choudhary	Security Guard	—,,—
25	Sandipkumar Banwarilal Sharma	Security Guard	—,,—
26	Savappa Malkappa Birajdar	Security Guard	—,,—
27	Anilkumar Rajendrakumar	Security Guard	—,,—
28	Suresh Ram Sharma	Security Guard	—,,—
29	Sanjaykumar Kamleshwar Singh	Security Guard	—,,—

*Note.*— Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.



*Schedule II*

**Conditions to be followed by the Employer Agency and Principal Employer**

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards, as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational physical and other requirements for the Security Guards shall be as follows :—

*Minimum Educational Qualification.*—8th Standard Passed.

*Physical Requirements :* (A) (1) Height – 162 c.m.

(2) Weight – 50 kg.

(3) Chest – 79 c.m. (Without Expansion) and  
84 c.m. (On Expansion)

(4) Sight – If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform :* Two Paris in a year.

(b) *Shoes :* One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform :* (Once in two years) Raincoat, Trousers and Cap. Woolen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month. The Agency shall give the following benefits to the Security Guards :—

Ex-Gratia : 10% of wages

Gratuity : 4% of wages

Leave with wages : 6% of wages

Paid Holidays : 1% of wages

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority & challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns.*—(a) *Quarterly Return.*—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return.*—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipt to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return.*—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, alongwith copies of challans and other details.

8. *Enrollment of the Agency with the Board.*—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency.*—The Principal Employer who is engaging exempted Security Guards of the Agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment Fees.*—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per Clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 within stipulated time.

11. *Registered Office.*—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board alongwith documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards.*—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards / Attendance Card.*—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues.*—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one Principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification.

The employer agency who persistantly makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty. Surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund. E.S.I.C. Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amount of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned therein above at the rate which is in force at any given Point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

## FORM 'A'

**Quarterly Return to be filed by the Agency****Quarterly Return for the months :****Date :**

(January-March

April-June

July-September

October-December)

**Name and Address of the Agency :****Notification No. and Date :****Registration No. of Agency with the Board :**

Serial No.	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

**Authorised Signatory,****(Name and Designation).**

## FORM 'B'

**Half Yearly Return to be submitted by Security Guards Agency****Period of Return :****Date :**

January to June/ July to December

**Name and Address of the Agency :****Notification No. and Date :****Registration No. of Agency with the Board :**

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency- Categorywise	No. of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

**Authorised Signatory,****(Name and Designation).**

FORM 'C'

**Statement to be submitted to the Security Guards Board  
regarding disbursement of wages.**

**Disbursement of wages for the month of :**

**Name and Address of the Principal Employer :**

**Name of the Bank (Branch and Address) :**

Serial No. (1)	Name of the Security Guard (2)	No. and Date of the Cheque (3)	Amount (4)
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**Authorised Signatory,**

**(Name and Designation).**

FORM 'D'

**Annual Return to be submitted by Security Guards Agency**

**Period of Annual Return :**

**Date :**

**Name and Address of the Agency :**

**Notification No. and Date :**

**Registration No. of Agency with the Board :**

Serial No. (1)	Months (April to March) (2)	Total No. of Security Guards engaged (3)	Total Wages Paid to the Security Guard (4)	The wages on which the P.F. contribution is deducted (5)	3% Levy Submitted to the Board (6)
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**Authorised Signatory,**

**(Name and Designation)**

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,

Section Officer.

१८

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 मंगळवार, जानेवारी २८, २०१४/माघ ८, शके १९३५
 

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### उद्योग, ऊर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक २८ जानेवारी २०१४

#### अधिसूचना

#### महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.

क्रमांक एसजीए. २०१४/प्र.क्र. १४/कामगार-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची १ च्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विवक्षित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “उक्त सुरक्षा रक्षक” असा करण्यात आला आहे), उक्त अनुसूची १ च्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकांकडे कामावर ठेवलेले आहे, अशा मे. निसा इंडस्ट्रियल सर्व्हिसेस प्रा. लि., (नाशिक जिल्हा), बंगला नं. १४, गजरा निसर्ग, टिवन बंगला, परब नगर, इंदिरा नगर, नाशिक ४२२ ००९, व मालक श्री. परमजितसिंग साही यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “उक्त योजना” असा करण्यात आला आहे) यांच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरीत पाहता कमी फायदेशीर नाहीत असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची-२ मध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, **राजपत्रात** ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.

अनुसूची १

अ.क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१	श्री. रणविजय विष्णूदेव सिंग	सुरक्षा पर्यवेक्षक	मे. टाटा टेलिसर्व्हिस (महाराष्ट्र) लि., ए-३७, एम.आय.डी.सी. अंबड, नाशिक.
२	श्री. संपत पुंजाजी सांगळे	सुरक्षा पर्यवेक्षक	—”—
३	श्री. शाम मोतिराम साळवे	सुरक्षा रक्षक	—”—
४	श्री. कमलेश दगडू पाटील	सुरक्षा रक्षक	—”—
५	श्री. रफिक रशिद तडवी	सुरक्षा रक्षक	—”—
६	श्री. राजेश जानकीराम गवई	सुरक्षा रक्षक	—”—
७	श्री. आनंद भिकाजी सोनवणे	सुरक्षा रक्षक	—”—
८	श्री. बाळू किसन भागवत	सुरक्षा रक्षक	मे. टाटा टेलिसर्व्हिस (महाराष्ट्र) लि., राजीव गांधी भवन समोर, नाशिक.
९	श्री. संदीप रुपचंद मान	सुरक्षा रक्षक	मे. नाशिक विंटरनर्स प्रा. लि., (०३-वायनरी), गोवर्धन-गंगापूर रोड, नाशिक.
१०	श्री. अनिल कृष्णा घोलप	सुरक्षा रक्षक	—,,—
११	श्री. समिर नुरखा पठाण	सुरक्षा रक्षक	—,,—
१२	श्री. अनिल जगेश्वर सिंग	सुरक्षा रक्षक	—,,—
१३	श्री. अशोक साहू साळुंखे	सुरक्षा रक्षक	—,,—
१४	श्री. रुपेश पुंडलिक सोनकुसरे	सुरक्षा रक्षक	—,,—
१५	श्री. महेंद्र बाजीराव गांगुर्डे	सुरक्षा रक्षक	—,,—
१६	श्री. हेमंत पांडूरंग नथे	सुरक्षा पर्यवेक्षक	—,,—
१७	श्री. सुशिल कुमार जनार्दन सिंग	सुरक्षा रक्षक	—,,—
१८	श्री. चंद्रविलास नथू काधारे	मुख्य सुरक्षा रक्षक	—,,—
१९	श्री. अरुण कचरू गवारे	सुरक्षा रक्षक	—,,—
२०	श्री. गणेश दादाजी देवरे	सुरक्षा रक्षक	—,,—
२१	श्री. अनिल भिमराव मोरे	सुरक्षा रक्षक	—,,—

**टीप.**—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

## अनुसूची २

## मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्वइतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा रक्षक (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

**किमान शैक्षणिक पात्रता.**— इयत्ता ८ वी उत्तीर्ण.

**शारीरिक पात्रता.**— (अ)(१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “ क ” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान	:	वेतनाच्या १० टक्के
उपदान	:	वेतनाच्या ४ टक्के
भरपगारी रजा	:	वेतनाच्या ६ टक्के
भरपगारी सुट्टी	:	वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकांची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.



७. **विवरणपत्र सादर करणे.— (अ) त्रैमासिक विवरणपत्र.**—मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “अ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ब” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यांत तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ड” मध्ये दरवर्षी ३० जून पर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूट प्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदीनुसार एजन्सीजने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूटप्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकांची मंडळाकडे नोंदणी.**— सूटप्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूटप्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदीनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकांची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरीकार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. **मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहील. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहील.**

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्केहून अधिक असणार नाही इतका अधिभार दंडाच्या रुपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्य निर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यासाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथा प्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.

नमुना “ अ ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,

एप्रिल-जून,

जुलै-सप्टेंबर,

ऑक्टोबर-डिसेंबर

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना “ ब ”

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	मुख्य मालकाचे नाव व पत्ता	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या
(१)	(२)	(३)	(४)	(५)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “क”

## एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक	सुरक्षा रक्षकाचे नाव	धनादेश क्रमांक व दिनांक	रक्कम
(१)	(२)	(३)	(४)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना “ड”

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अ. क्र.	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्य निर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.

In pursuance of clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2014/CR-14/LAB-5, dated the 28th January 2014 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,  
Joint Secretary to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**  
Mantralaya, Mumbai 400 032, dated the 28th January 2014

**NOTIFICATION**

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA.2013/C.R.-14/LAB-5.— Whereas certain Security Gaurds whose names are mentioned in column (2) of Schedule I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in column (4) of the said Schedule I, employed by M/s. NISA Industrial Services Pvt. Ltd., (Nasik District), Bunglow No. 14, Gajara Nisarga, Twin Bunglow, Parab Nagar, Indira Nagar, Nashik 422 009 and Owner Shri Parmjeet Singh Sahi have applied for grant of exemption under section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of powers conferred by section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in *Official Gazette*, subject to conditions specified in Schedule II appended hereto :—

*Schedule I*

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name and address of Principal Employer (4)
1	Shri Ranvijay Vishnudev Shingh	Security Supervisor	M/s. Tata Teleservices (Maharashtra) Ltd., A-37, MIDC, Ambad, Nashik 422 010.
2	Shri Sampat Punaji Sangale	Security Supervisor	—,,—
3	Shri Sham Motiram Salve	Security Guard	—,,—
4	Shri Kamlesh Dagdu Patil	Security Guard	—,,—
5	Shri Rafiq Rashid Tadv	Security Guard	—,,—
6	Shri Rajesh Jankiram Gavai	Security Guard	—,,—
7	Shri Anand Bhikaji Sonavane	Security Guard	—,,—
8	Shri Balu Kishan Bhagwat	Security Guard	M/s. Tata Teleservices (Maharashtra) Ltd., Opp. Rajiv Gandhi Bhuvan, Nashik 422 010.
9	Shri Sandip Rupchand Man	Security Guard	M/s. Nashik Vintners Pvt. Ltd., (03-Winery) Gowardhan Gangapur Road, Nashik.

*Schedule I—Concl'd.*

(1)	(2)	(3)	(4)
10	Shri Anil Krushna Gholap	Security Guard	—,,—
11	Shri Samir Nurkaha Pathan	Security Guard	—,,—
12	Shri Anil Jageshwar Singh	Security Guard	—,,—
13	Shri Ashok Sahu Salunke	Security Guard	—,,—
14	Shri Rupesh Pundlik Sonakusare	Security Guard	—,,—
15	Shri Mahendra Bajirao Gangurde	Security Guard	—,,—
16	Shri Hemant Pandurang Nathe	Security Supervisor	—,,—
17	Shri Sushil Kumarjanardan Singh	Security Guard	—,,—
18	Shri Chandravilas Nathu Kadhare	Head Guard	—,,—
19	Shri Arun Kachru Gaware	Security Guard	—,,—
20	Shri Ganesh Dadaji Deore	Security Guard	—,,—
21	Shri Anil Bhimrao More	Security Guard	—,,—

*Note.*—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

*Schedule II*

**Conditions to be followed by the Employer Agency and Principal Employer**

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

*Minimum Education Qualification* : 8th Standard Passed.

*Physical Requirements* (A) (1) Height — 162 cm.

(2) Weight — 50 kg.

(3) Chest — 79 cm. (Without Expansion) and 84 cm. (On Expansion)

(4) Sight — If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform* : Two pairs in a year.

(b) *Shoes* : One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform* : (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

Ex-Gratia : 10% of wages

Gratuity : 4% of wages

Leave with wages : 6% of wages

Paid Holidays : 1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns*—(a) *Quarterly Return*.—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return*.—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return*.—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, along with copies of challans and other details.

8. *Enrollment of the Agency with the Board*.—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency*.—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment fees*.—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare), Scheme 2002 within stipulated time.

11. *Registered Office*.—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board along with documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards*.—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card*.—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues*.—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one principal Employer at a time*.—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.



16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification.

The employer agency who persistently makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amounts of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

## FORM 'A'

**Quarterly Return to be filed by the Agency**

Quarterly Return for the months

Date :

(January-March

April-June

July-September

October-December) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial Number	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

## FORM 'B'

**Half Yearly Return to be submitted by Security Guards Agency**

Period of Return : January to June/

Date :

July to December

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer.	Total No. of Security Guards engaged Categorywise.	No. of Security Guards who have left the Security Guards Agency Categorywise.	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,

(Name and Designation).

FORM 'C'

**Statement to be submitted to the Security Guards Board regarding  
disbursement of wages.**

Disbursement of wages for the month of :

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address) :

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

FORM 'D'

**Annual Return to be submitted by Security Guards Agency**

Period of Annual Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guards engaged	Total Wages Paid to the Security Guard.	The Wages on which the P.F. Contribution is deducted.	3% Levy Submitted to Board.
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,

(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,

Section Officer.

१९

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 मंगळवार, जानेवारी २८, २०१४/माघ ८, शके १९३५
 

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### उद्योग, ऊर्जा व कामगार विभाग

मंत्रालय, मुंबई ४०० ०३२, दिनांक २८ जानेवारी २०१४

#### अधिसूचना

#### महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१.

क्रमांक एसजीए. २०१३/प्र.क्र. ४९९/कामगार-५.—ज्याअर्थी, ज्यांची नावे यासोबत जोडलेल्या अनुसूची एकच्या स्तंभ (२) मध्ये नमूद केलेली आहेत अशा विवक्षित सुरक्षा रक्षकांना (यात यापुढे ज्यांचा उल्लेख “उक्त सुरक्षा रक्षक” असा करण्यात आला आहे), उक्त अनुसूची एकच्या स्तंभ (४) मध्ये नमूद केलेल्या मुख्य मालकाकडे कामावर ठेवलेले आहे, अशा मे. आय. एस. एफ. सर्व्हिसेस (औरंगाबाद), ६५, “ पारितोष ”, नुपूर सिनेमाच्या मागे, सिडको टाऊन सेंटर, सिडको, औरंगाबाद व मालक श्री. लेखराज निहालसिंग यांनी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ (१९८१ चा महा. ५८) याच्या कलम २३ अन्वये, उक्त अधिनियमाच्या सर्व तरतुदी आणि महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ (यात यापुढे ज्याचा उल्लेख “उक्त योजना” असा करण्यात आला आहे) याच्या अंमलबजावणीतून सूट मिळण्यासाठी अर्ज केला आहे ;

आणि ज्याअर्थी, सल्लागार समितीशी विचारविनिमय केल्यानंतर व उक्त सुरक्षा रक्षकांना मिळत असलेल्या लाभांची पडताळणी केल्यानंतर, त्यांना मिळत असणारे लाभ हे उक्त अधिनियमाद्वारे व त्या अधिनियमान्वये आणि उक्त योजनेद्वारे व तदन्वये तरतूद केलेल्या लाभांपेक्षा एकंदरीत पाहता कमी फायदेशीर नाहीत, असे महाराष्ट्र शासनाचे मत झालेले आहे.

त्याअर्थी, आता, महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) अधिनियम, १९८१ याच्या कलम २३ अन्वये प्रदान केलेल्या अधिकारांचा वापर करून महाराष्ट्र शासन याद्वारे उक्त अधिनियमाच्या व उक्त योजनेच्या सर्व तरतुदींच्या अंमलबजावणीतून उक्त खाजगी सुरक्षा रक्षकांना, यासोबत जोडलेल्या अनुसूची २ मध्ये विनिर्दिष्ट केलेल्या शर्तीच्या अधीन राहून, **राजपत्रात** ही अधिसूचना प्रसिद्ध केल्याच्या दिनांकापासून तीन वर्षांच्या कालावधीसाठी सूट देत आहे.

अनुसूची १

अ.क्र. (१)	सुरक्षा रक्षकाचे नाव (२)	वर्ग (३)	मुख्य मालकाचे नाव व पत्ता (४)
१	श्री. अनिलकुमार वैजनाथ मांडगे	सुरक्षा रक्षक	मे. लुपीन लि., ए-२८/१, इंडस्ट्रीयल एरिया, चिखलठाणा, औरंगाबाद ४३१ ००१.
२	श्री. सुखदेव पांडुरंग खरात	सुरक्षा रक्षक	—,,—
३	श्री. ज्ञानेश्वर बाजीराव डीगुळे	सुरक्षा रक्षक	—,,—
४	श्री. भाऊसाहेब दगडू बहादुरे	सुरक्षा पर्यवेक्षक	—,,—
५	श्री. मुरलीधर सखाराम चोपडे	सुरक्षा पर्यवेक्षक	—,,—
६	श्री. संजय भिका जाधव	सुरक्षा रक्षक	—,,—
७	श्री. हमद जुम्माखान पठाण	सुरक्षा रक्षक	—,,—
८	श्री. संजय दौलत तडवी	सुरक्षा रक्षक	—,,—
९	श्री. राजेंद्र अशोक यादव	सुरक्षा पर्यवेक्षक	मे. मान डिझेल इंडिया लि., ई-०३, एम. आय. डी. सी., वाळुंज, औरंगाबाद.
१०	श्री. गोविंद नरहरी संगनवार	सुरक्षा रक्षक	—,,—
११	श्री. ज्ञानेश्वर भिकाजीपंत भालेराव	सुरक्षा पर्यवेक्षक	मे. इंटरनॅशनल कन्व्हर्स लि., ई-३९, एम. आय. डी. सी., चिखलठाणा, औरंगाबाद ४३१ ००१.
१२	श्री. प्रकाश सुरेश इंगळे	सुरक्षा रक्षक	—,,—

**टीप.**—महाराष्ट्र शासन या सुरक्षा रक्षकांबाबत कोणत्याही प्रकारची हमी घेत नाही. मुख्य मालक स्वतःच्या जबाबदारीवर सुरक्षा रक्षकांना कामे देऊ शकतात.

## अनुसूची २

## मालक एजन्सीने व मुख्य मालकांनी पाळावयाच्या शर्ती

१. **पोलीस तपासणी.**— सुरक्षा रक्षकांच्या तसेच एजन्सीच्या मालकांच्या पूर्व इतिहासाबाबत पोलीस पडताळणी दाखला तसेच एजन्सीकडे केंद्र शासनाच्या खाजगी सुरक्षा एजन्सी (नियमन) कायदा, २००५ अंतर्गत परवाना असणे आवश्यक असेल.

२. **प्रशिक्षण.**— सुरक्षा रक्षकांना नियुक्त करण्यापूर्वी पुरेसे प्रशिक्षण देणे आवश्यक असेल.

३. **शैक्षणिक, शारीरिक आणि इतर पात्रता.**— सुरक्षा रक्षकांची शैक्षणिक व शारीरिक पात्रता पुढीलप्रमाणे असेल :—

**किमान शैक्षणिक पात्रता.**— इयत्ता ८ वी उत्तीर्ण.

**शारीरिक पात्रता.**— (अ) (१) उंची - १६२ सें.मी.

(२) वजन - ५० किलो

(३) छाती - न फुगवता - ७९ सें.मी.

फुगवून - ८४ सें.मी.

(४) नजर - दृष्टी चष्मा असल्यास, नंबर जास्त नसावा.

(ब) आदिवासी उमेदवारांना उंचीमध्ये ५ सें.मी. व छातीमध्ये २ सें.मी. ची सवलत देण्यात यावी.

४. **लाभ.**— सुरक्षा रक्षकांना पुढील लाभ मिळतील :—

(अ) गणवेश प्रत्येक वर्षाला २ जोड.

(ब) चामडी बूट प्रत्येक वर्षात १ जोड.

(क) पावसाळी व हिवाळी गणवेश— (२ वर्षांतून एकदा) रेनकोट, ट्राऊझर, टोपी, वूलन कोट व पॅट.

५. **वेतन व इतर कायदेशीर सवलती.**— सूट दिलेल्या सुरक्षा रक्षकाने राष्ट्रीयीकृत बँकेमध्ये आपले खाते उघडावे व मालक एजन्सीने मुख्य मालकाकडे तैनात केलेल्या सुरक्षा रक्षकांच्या देय वेतनाच्या रकमेइतका रेखांकित धनादेश ७ तारखेपर्यंत वैयक्तिकरित्या सुरक्षा रक्षकास द्यावा. सुरक्षा रक्षकास दिलेल्या वेतनाबाबतचे सविस्तर तपशील नमुना “क” मधील विवरणपत्रामध्ये भरून सुरक्षा रक्षक मंडळास दर महिन्याच्या १० तारखेपर्यंत पाठवावे. मालक एजन्सीने खाली दर्शविल्याप्रमाणे लाभ सुरक्षा रक्षकांना द्यावेत :—

सानुग्रह अनुदान : वेतनाच्या १० टक्के

उपदान : वेतनाच्या ४ टक्के

भरपगारी रजा : वेतनाच्या ६ टक्के

भरपगारी सुट्टी : वेतनाच्या १ टक्का

सुरक्षा रक्षकांना लागू असलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजना यांच्या वजाती मालक एजन्सीने परस्पर संबंधित प्राधिकरणाकडे जमा कराव्यात आणि त्यांचे चलन माहितीसाठी मंडळास सादर करावे. मालक एजन्सीने भरणा केलेल्या भविष्यनिर्वाह निधी व कामगार राज्य विमा योजनेच्या वजातीबाबतच्या पावत्या/चलन सुरक्षा रक्षकांना नियमितपणे देऊन त्या संदर्भातील एकत्रित तपशील शासनास, कामगार आयुक्त कार्यालयास व सुरक्षा रक्षक मंडळास प्रत्येक ६ महिन्यांनी सादर करावा, असे न केल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

६. **अतिकालिक भत्ता.**— सुरक्षा रक्षकांना मिळणारा अतिकालिक भत्ता हा मंडळाने नोंदीत सुरक्षा रक्षकांसाठी निश्चित केलेल्या वेतन दराच्या दुप्पट दरापेक्षा कमी नसावा, याबाबत संबंधित मुख्य मालकाची अंतिम जबाबदारी राहिल.

सुरक्षा रक्षकांना देय वेतन व लाभ देणे मुख्य मालकाची जबाबदारी असून मुख्य मालकाने त्यांच्याकडे तैनात करण्यात आलेल्या सुरक्षा रक्षकांना अधिनियम आणि योजनेतील तरतुदीनुसार वेतन व लाभ मिळत आहेत याची खात्री करून घेणे बंधनकारक असेल.

७. **विवरणपत्र सादर करणे.**— (अ) **त्रैमासिक विवरणपत्र.**— मालक एजन्सीजने सुरक्षा रक्षकांच्या नियुक्तीबाबतचे त्रैमासिक विवरणपत्र प्रत्येक त्रैमासिकाच्या (जानेवारी, एप्रिल, जुलै व ऑक्टोबर महिन्याच्या) पहिल्या आठवड्यात सोबत जोडलेल्या नमुना “अ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळास सादर करावे.

(ब) **सहामाही विवरणपत्र.**— (१) नियुक्त केलेल्या, नोकरी सोडून गेलेल्या आणि नव्याने भरती केलेल्या सुरक्षा रक्षकांबाबतचे विवरणपत्र दर ६ महिन्यांनी सोबत जोडलेल्या नमुना “ ब ” मध्ये शासन, कामगार आयुक्त आणि सुरक्षा रक्षक मंडळ यांना एजन्सीने सादर करावे.

(२) भविष्यनिर्वाह निधी व राज्य कामगार विमा योजनेची वर्गणी एजन्सीने नियमित भरून संबंधित सुरक्षा रक्षकांना त्यासंबंधी वेळोवेळी पावत्या द्याव्यात व दर सहा महिन्यांत तसे केल्याबाबतचा अहवाल शासनास, कामगार आयुक्त व सुरक्षा रक्षक मंडळास द्यावा.

(३) यापूर्वीच्या भविष्यनिर्वाह निधीच्या रकमा व राज्य कामगार विमा योजनेची वर्गणी भरल्याबाबतचा पुरावा शासनाकडे सदर अधिसूचना निर्गमित झाल्यापासून तीन महिन्यांच्या आत सादर करावा. अन्यथा संबंधित सुरक्षा रक्षकांना देण्यात आलेली सूट रद्द करण्यात येईल.

(क) **वार्षिक विवरणपत्र.**— प्रत्येक मालक एजन्सीने, सनदी लेखापाल यांनी प्रमाणित केलेले वार्षिक विवरणपत्र सोबत जोडलेल्या नमुना “ ड ” मध्ये दरवर्षी ३० जूनपर्यंत शासनास तसेच मंडळास सादर करावे. ज्यात एजन्सीने भरलेला आयकर, सुरक्षा रक्षकांचा जमा केलेला भविष्य-निर्वाह निधी व कामगार राज्य विमा याबाबतच्या चलनाच्या प्रती व इतर तपशील असेल.

८. **एजन्सीची व सूटप्राप्त सुरक्षा रक्षकांची मंडळाकडे नोंदणी.**— अधिसूचनेच्या दिनांकापासून एक महिन्याच्या कालावधीत उक्त मंडळाकडे महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १३(२) व १४(३) मधील तरतुदींनुसार एजन्सीने स्वतःची मालक म्हणून आणि त्यांच्याकडील सूटप्राप्त सुरक्षा रक्षकांची विहित नमुन्यातील अर्ज व शुल्क भरून मंडळात नोंदणी करून घ्यावी.

९. **एजन्सीच्या मुख्य मालकाची मंडळाकडे नोंदणी.**— सूटप्राप्त सुरक्षा रक्षकांच्या एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने अधिसूचनेच्या दिनांकापासून १५ दिवसांचे आत योजनेच्या खंड १३(१)(अ) अन्वये स्वतःची मंडळात विहित नमुन्यातील अर्ज व शुल्क भरून नोंदणी करून घ्यावी.

१०. **नोंदणी शुल्क.**— एजन्सीने तसेच सूटप्राप्त सुरक्षा रक्षकाने मंडळाकडे नोंदणी करतेवेळी महाराष्ट्र खाजगी सुरक्षा रक्षक (नोकरीचे नियमन व कल्याण) योजना, २००२ च्या खंड १७ मधील तरतुदींनुसार मंडळाकडे विहित कालावधीत आवश्यक ते नोंदणी शुल्क भरले पाहिजे.

११. **नोंदणीकृत कार्यालय.**— एजन्सीचे नोंदणीकृत कार्यालय असावे आणि त्याबाबतची माहिती एजन्सीने शासन, कामगार आयुक्त व मंडळास द्यावी. नोंदणीकृत कार्यालयाचा पत्ता बदलल्यास अथवा एजन्सीच्या नावात बदल झाल्यास १५ दिवसांचे आत बदलाबाबतच्या आवश्यक त्या कागदोपत्री पुराव्यासह शासनास व मंडळास कळवावे, जेणेकरून शासन सुधारित अधिसूचना जारी करील. सुधारित अधिसूचना जारी झाल्यानंतर मंडळ झालेल्या बदलांची नोंद घेईल.

१२. **सुरक्षा रक्षकांची नियुक्ती.**— उक्त मंडळाकडे ज्या मुख्य मालकाची नोंदणी झाली आहे आणि/किंवा जे उक्त मुख्य मालक मंडळाच्या सुरक्षा रक्षकांच्या सेवेचा लाभ घेत आहेत अशा मुख्य मालकांकडे एजन्सी त्यांचेकडील सुरक्षा रक्षक नेमणार नाही. अशाप्रकारे सुरक्षा रक्षक नेमल्यास मालक एजन्सीला जबाबदार धरून दिलेली सूट रद्द करण्यात येईल.

१३. **ओळखपत्र व हजेरी कार्ड देणे.**— खाजगी सुरक्षा रक्षक एजन्सी त्यांचेकडील सुरक्षा रक्षकांना व अधिकाऱ्यांना नियुक्त केल्यापासून ३० दिवसांच्या आत ओळखपत्र व हजेरी कार्ड देईल.

१४. **कायदेशीर देणी अदा करणे.**— सुरक्षा रक्षक ज्यावेळी एजन्सीची नोकरी सोडतील, त्यावेळी त्यांना देय असलेली सर्व कायदेशीर देणी (उपदान व इतर कायदेशीर देणी) एजन्सीने अदा करून त्याबाबत झालेल्या व्यवहारांच्या प्रती मंडळाकडे सादर करणे एजन्सीला बंधनकारक राहील.

१५. **एकावेळी एकाच मुख्य मालकाकडे नोकरी.**— सुरक्षा रक्षक एकावेळी एकापेक्षा अधिक मुख्य मालकाकडे काम करणार नाही. याबाबत प्रत्येक सुरक्षा रक्षक एजन्सीने खात्री करून घेतली पाहिजे.

१६. **एखाद्या सुरक्षा रक्षकास त्याच्या निवासस्थानापासून ५० कि.मी. पेक्षा अधिक अंतरावर काम करण्यासाठी पाठविल्यास मालक एजन्सीने त्याच्या एकूण वेतनाच्या २० टक्के रक्कम त्याला भत्ता म्हणून द्यावी.**

१७. **सुरक्षा रक्षकांच्या फायद्यांसंदर्भात शासनाने किंवा मंडळाने भविष्यकाळात घातलेल्या अटी व शर्तीचे पालन करणे एजन्सीला, तसेच मुख्य मालकाला बंधनकारक राहील.**

१८. **मालक एजन्सीने त्यांच्या सुरक्षा रक्षकांना सूट प्राप्त झाल्यानंतर, सुरक्षा रक्षकांच्या वेतनाच्या ३ टक्के एवढी लेव्ही दरमहा १० तारखेपर्यंत मंडळास देय राहील. सदर लेव्ही अधिसूचना निर्गमित झाल्याच्या दिनांकापासून १ महिन्याच्या आत मंडळाकडे जमा करणे अनिवार्य राहील.**

मंडळाने विनिर्दिष्ट केलेल्या कालमर्यादेत लेव्हीची रक्कम भरण्यात जे नियोक्ता अभिकरण सातत्याने कसूर करील ते नियोक्ता अभिकरण मंडळाने भरणा करण्यास निर्धारित केलेल्या रकमेच्या १० टक्क्यांहून अधिक असणार नाही इतका अधिभार दंडाच्या रूपाने मंडळाकडे भरील.

१९. मालक एजन्सीमार्फत सुरक्षा रक्षक नियुक्त करणाऱ्या मुख्य मालकाने करार संपुष्टात आल्यानंतर वा इतर कोणत्याही कारणामुळे सुरक्षा रक्षकांची सेवा घेणे बंद केले असल्यास सेवा खंडीत केल्याच्या दिनांकापासून ७ दिवसांच्या आत अशा मुख्य मालकाची व तेथून कमी केलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास सादर करील. अशा मुख्य मालकाची अधिसूचनेनुसार घेतलेली मंडळातील नोंदणी रद्द होईल. तसेच मालक एजन्सीकडून नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नावे व तपशील मालक एजन्सी मंडळास व नजीकच्या पोलीस ठाण्यास ७ दिवसांच्या आत सादर करील. अशाप्रकारे नोकरी सोडून गेलेल्या सुरक्षा रक्षकांची नोंदणी मंडळ रद्द करील.

२०. मुख्य मालकाकडून सुरक्षा रक्षकांच्या कामाच्या मोबदल्यापोटी एजन्सीकडे जमा होणाऱ्या रकमेपैकी, मंडळाने सुरक्षा रक्षकांच्या वेतनापोटी निश्चित केलेली रक्कम तसेच सर्व वैधानिक रकमा जसे भविष्यनिर्वाह निधी, कामगार राज्य विमा योजना, बोनस प्रदान, रजा वेतन, राष्ट्रीय सुट्ट्यांचे वेतन यांसाठी विनियमित केले जाईल निदान इतकी रक्कम किंवा मुख्य मालकाने एजन्सीला अदा केलेल्या रकमेच्या ५६ टक्के इतकी रक्कम किंवा यापैकी जी अधिक असेल ती सुरक्षा रक्षक एजन्सीनी सुरक्षा रक्षकांना अदा करणे आवश्यक आहे.

२१. सुरक्षा रक्षकांना साप्ताहिक सुट्टी उपभोगण्याकरिता कार्यमुक्त करणाऱ्या सुरक्षा रक्षकांचे वेतन मुख्य मालक एजन्सीला अदा करील. हे वेतन यथाप्रमाण पद्धतीवर आधारित असेल व ही रक्कम मूळ वेतनाच्या १०% अथवा जी अधिक असेल इतकी असेल.

२२. सुरक्षा रक्षक मंडळामध्ये जमा करावयाची लेव्ही, सुरक्षा रक्षकांच्या प्रशिक्षणासाठीचा खर्च, देखरेखीवरील खर्च, तसेच एजन्सीचा प्रशासकीय खर्च व नफा या सर्व गोष्टींचा खर्च हा मुख्य मालकाने एजन्सीकडे जमा केलेल्या एकूण रकमेच्या ३०% रकमेपेक्षा जास्त नसावा.

२३. उपरोक्त अनिवार्य लादलेल्या खर्चावर नियमानुसार सेवाकर आकारला जाईल व सेवाकर त्या त्या वेळी अंमलात असलेल्या दरानुसार असेल.

२४. या व्यतिरिक्त सुरक्षा रक्षकांना गणवेश दिला जाईल व त्यासाठी ४% रक्कम दरवर्षी राखीव ठेवण्यात येईल.

२५. सुरक्षा रक्षकांना त्यांचे वेतन पुढील महिन्याच्या सात तारखेपर्यंत देण्यात यावे.

वरीलपैकी कोणत्याही शर्तीचे मालक एजन्सीने उल्लंघन केल्यास त्यांना देण्यात आलेली सूट रद्द करण्यात येईल किंवा काढून टाकण्यात येईल.

अटी, शर्ती व नियमांचे तंतोतंत पालन होण्याबाबतची जबाबदारी मुख्य मालकाची असेल. अधिसूचनेतील तरतुदीनुसार सुरक्षा रक्षकांना एजन्सीने फायदे दिले नसल्यास सूट प्राप्त सुरक्षा रक्षकांना सदर फायदे देण्याची जबाबदारी मुख्य मालकाची असेल.



नमुना ' अ '

सुरक्षा रक्षक एजन्सीने सादर करावयाचे त्रैमासिक विवरणपत्र

महिन्यांचे त्रैमासिक विवरणपत्र :

दिनांक :

जानेवारी-मार्च,

एप्रिल-जून,

जुलै-सप्टेंबर,

ऑक्टोबर-डिसेंबर.

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	सुरक्षा रक्षकांच्या नियुक्तीचे ठिकाण (३)	सुरक्षा रक्षकांचे नाव व वर्ग (४)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

नमुना ' ब '

सुरक्षा रक्षक एजन्सीने सादर करावयाचे सहामाही विवरणपत्र

विवरणपत्राचा कालावधी : जानेवारी ते जून/जुलै ते डिसेंबर

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक (१)	मुख्य मालकाचे नाव व पत्ता (२)	नियुक्त केलेल्या सुरक्षा रक्षकांची वर्गनिहाय एकूण संख्या (३)	सुरक्षा रक्षक एजन्सी सोडून गेलेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या (४)	नव्याने भरती झालेल्या सुरक्षा रक्षकांची वर्गनिहाय संख्या (५)
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प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना 'क'

## एजन्सीने वेतन प्रदानाबाबत सुरक्षा रक्षक मंडळास सादर करावयाचे विवरणपत्र

वेतन प्रदानाचा महिना :

मुख्य मालकाचे नाव व पत्ता :

बँकेचे नाव (शाखा व पत्ता) :

अनु- क्रमांक	सुरक्षा रक्षकाचे नाव	धनादेश क्रमांक व दिनांक	रक्कम
(१)	(२)	(३)	(४)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

## नमुना 'ड'

## सुरक्षा रक्षक एजन्सीने सादर करावयाचे वार्षिक विवरणपत्र

वार्षिक विवरणपत्राचे आर्थिक वर्ष :

दिनांक :

एजन्सीचे नाव व पत्ता :

अधिसूचना क्रमांक व दिनांक :

एजन्सीचा मंडळातील नोंदणी क्रमांक :

अनु- क्रमांक	महिने (एप्रिल ते मार्च)	नियुक्त केलेल्या सुरक्षा रक्षकांची संख्या	सुरक्षा रक्षकांना अदा केलेले एकूण वेतन	भविष्यनिर्वाह निधी ज्यावर कपात केली आहे असे वेतन	मंडळाकडे जमा केलेली ३ टक्के लेव्ही रक्कम
(१)	(२)	(३)	(४)	(५)	(६)

प्राधिकृत स्वाक्षरीकर्ता,

(नाव व हुद्दा).

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. द. थोरवे,

कार्यासन अधिकारी.

In pursuance of Clause (3) of Article 348 of the Constitution of India, the following translation in English of the Government Notification, Industries, Energy and Labour Department, No. SGA. 2013/CR-499/LAB-5, dated the 28th January 2014 is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

A. G. ASWALE,  
Joint Secretary (Labour) to Government.

**INDUSTRIES, ENERGY AND LABOUR DEPARTMENT**

Mantralaya, Mumbai 400 032, dated the 28th January 2014

**NOTIFICATION**

MAHARASHTRA PRIVATE SECURITY GUARDS (REGULATION OF EMPLOYMENT AND WELFARE) ACT, 1981.

No. SGA.2013/C.R. 499/LAB-5.— Whereas, certain Security Guards whose names are mentioned in column (2) of Schedule I appended hereto (hereinafter referred to as “the said Security Guards”), employed with the Principal Employer mentioned in column (4) of the said Schedule I, employed by M/s. I.S.F. Services, (Aurangabad), 65, “Paritosh” Behind Nupur Cinema, Cidco Town Center, Cidco, Aurangabad and owner Shri Lekhraj Nihalsingh have applied for grant of exemption, under section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981 (Mah. LVIII of 1981) from the operation of all provisions of the said Act and the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002 (hereinafter referred to as “the said Scheme”) ;

And whereas, the Government of Maharashtra, after consultation with the Advisory Committee and after verification of the benefits enjoyed by the said Security Guards is of the opinion that they are in enjoyment of benefits, which are on the whole not less favourable to them than the benefits provided by and under the said Act and the said Scheme.

Now, therefore, in exercise of powers conferred by section 23 of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Act, 1981, the Government of Maharashtra hereby exempts the said Security Guards from operations of all provisions of the said Act and the said Scheme, for a period of three years from the date of publication of this notification in *Official Gazette*, subject to conditions specified in Schedule II appended hereto :—

*Schedule I*

Sr. No. (1)	Name of Security Guards (2)	Class (3)	Name and address of Principal Employer (4)
1	Shri Anilkumar Vaijunath Mandge	Security Guard	M/s. Lupin Ltd., A-28/1, Industrial Area, Chikhalthana, Aurangabad 431 001.
2	Shri Sukhdeo Pandurang Kharat	Security Guard	—,—
3	Shri Dnyaneshwar Bajirao Digule	Security Guard	—,—
4	Shri Bhausahab Dagdu Bahadure	Security Supervisor	—,—
5	Shri Murlidhar Sakhamam Chopde	Security Supervisor	—,—
6	Shri Sanjay Bhika Jadhav	Security Guard	—,—
7	Shri Hamad Jummakhan Pathan	Security Guard	—,—
8	Shri Sanjay Daulat Tadvi	Security Guard	—,—
9	Shri Rajendra Ashok Yadav	Security Supervisor	M/s. Mann Diesel India Ltd., E-03, MIDC, Chikhalthana, Aurangabad 431 001.
10	Shri Govind Narhari Sanganwar	Security Guard	—,—
11	Shri Dnyaneshwar Bhikajipant Bhalerao.	Security Guard	M/s. International Conveyers Ltd., E-39, M.I.D.C., Chikhalthana, Aurangabad 431 001.
12	Shri Prakash Suresh Ingle	Security Guard	—,—

*Note.*—Government of Maharashtra does not take guarantee of any sort as regards to Security Guards. Principal Employers can employ these Private Security Guards at their own risk.

**Schedule II****Conditions to be followed by the Employer Agency and Principal Employer**

1. *Police Verification.*—Police Verification Certificates regarding antecedent of the guards as well as the employer of such guard is necessary. Licence under the Private Security Agency (Regulation) Act, 2005 is also compulsory on the part of Employer Agency.

2. *Training.*—Adequate training shall be imparted to the Security Guards before they are deployed.

3. *Educational Qualifications, Physical Fitness and other requirements.*—Educational, physical and other requirements for the Security Guards shall be as follows :—

*Minimum Education Qualification* : 8th Standard Passed.

*Physical Requirements* (A) (1) Height — 162 cm.

(2) Weight — 50 kg.

(3) Chest — 79 cm. (Without Expansion) and 84 cm. (On Expansion)

(4) Sight — If wearing glasses, the glass should not have excess number.

(B) In case of tribal candidates, there will relaxation of 5 c.m. in height and 2 c.m. in chest.

4. *Benefits.*—Benefits for Security Guards shall be as follows :—

(a) *Uniform* : Two pairs in a year.

(b) *Shoes* : One pair of leather shoes in a year.

(c) *Rainy and Winter Uniform* : (Once in two years) Raincoat, Trousers and Cap, Woollen Coat and Pant.

5. *Wages and other statutory Benefits.*—Exempted Security Guard shall open his account in a Nationalised Bank and agency shall give crossed cheque to each Security Guard equivalent to his earned wages by 7th of every month. Statement showing details of wages paid in Form “C” shall be submitted to the Security Guards Board by 10th of every month.

The Agency shall give the following benefits to the Security Guards :—

*Ex-Gratia* : 10% of wages

*Gratuity* : 4% of wages

*Leave with wages* : 6% of wages

*Paid Holidays* : 1% of wages.

Contribution to be deposited with the Competent Authorities in respect of various statues such as Provident Fund, E.S.I. etc. applicable to the Principal Employer, shall be deposited by the Agency with such authority and challan thereof be submitted to the Board for information. The Security Guards Agency should give regular receipt to the Guard and submit a consolidated report of the abovesaid transactions to the Government, the Commissioner of Labour and the Security Guards Board every six months. In case of default, the Agency shall be held responsible and shall be liable for cancellation of exemption.

6. *Overtime Allowance.*—Overtime Allowance should not be less than double the rates of wages existing at that time on the analogy of the Security Guards deployed by the Security Guards Board. The ultimate responsibility in this respect lies on the concerned Principal Employer.

It is the responsibility of the Principal Employer to pay wages and provide benefits to the Security Guards. The Principal Employer, in turn, shall ensure that the guards deployed at his establishment are getting wages and benefits not less favourable than those available under the Scheme.

7. *Filling of Returns*—(a) *Quarterly Return.*—Agency to submit quarterly return to the Government, the Commissioner of Labour and Board in the first week of first month of the quarter (January, April, July and October) in respect of employment of Security Guards in Form “A” appended hereto.

(b) *Half Yearly Return.*—(1) Half Yearly Return in Form “B” appended hereto shall be submitted by the Agency in respect of Guards engaged, who have left and newly recruited to the Government, the Commissioner of Labour and Board.

(2) The Security Guard Agency should make regular contribution of employees’ Provident Fund and ESIC of the concerned Security Guards and give regular Receipts to the guard and submit a consolidated report of the above said transaction to the Government, the Commissioner of Labour and the Security Guards Board every six months.

(3) The Security Guard Agency should submit proof of the previous contributions of employees’ Provident Fund and ESIC within a period of three months from the date of publication of this Notification to the Government. Otherwise, the exemption given to the concerned Security Guards will be cancelled.

(c) *Annual Return.*—Every Agency shall submit at Annual Return of Income Tax, P.F., E.S.I. duly certified by Chartered Accountant, in Form-D on or before 30th of June of every year to the Government and the Board, along with copies of challans and other details.

8. *Enrollment of the Agency with the Board.*—The Agency should get itself enroll with the Board according to the provisions of Clause 13(2) of the Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 2002, as an employer agency and shall register exempted Security Guards under Clause 14(3) of the Scheme applying in the Form devised by the Board by paying prescribed registration fee within a period of one month from the date of issuance of this Notification.

9. *Registration of Principal Employer of Employer Agency.*—The Principal Employer who is engaging exempted Security Guards of the agency shall get register with the Board as provided under Clause 13(1)(a) of the Scheme within 15 days from date of exempted Notification, applying in the Form devised by the Board by paying prescribed registration fee.

10. *Enrollment fees.*—While getting itself registered with the Board, the Agency should pay Registration Fee to the Board as per clause 17 of Maharashtra Private Security Guards (Regulation of Employment and Welfare), Scheme 2002 within stipulated time.

11. *Registered Office.*—Every Agency shall have registered office which shall be notified to the Government, Commissioner of Labour and the Board. In case of change in address or change in name, the same shall be informed to the Government and to the Board along with documentary proof thereof within a period of 15 days from such change, so as to Government can issue Notification in respect thereof. Board shall take note of such changes after issuance of the Notification.

12. *Allotment of Guards.*—The Agency shall not allot their Security Guards to such Principal Employers who are registered with the Board. If agency deploys its Security Guards to such Principal Employer in that case exemption will be cancelled.

13. *Issue of Identity Cards/Attendance Card.*—Every Agency shall issue identity card, attendance card to Security Guards and Officers engaged and deployed by them.

14. *Payment of Legal Dues.*—Whenever a Security Guard leaves his job, it is obligatory on the part of the agency to pay all the legal dues to him and copy of the records thereof shall be submitted to the Board including gratuity and other legal dues.

15. *Employment with one principal Employer at a time.*—Every Agency shall also ensure that its Security Guards shall not work for more than one Principal Employer at a time.

16. If any Security Guard is asked to work beyond the radius of 50 kms. from his place of residence, the Employer Agency shall pay an allowance @ 20% of total emoluments of such Security Guard.

17. The Agency and Principal Employer is liable to abide with any other terms and conditions, which may be imposed in favour of Security Guard by the Government of Maharashtra or Board in future.

18. The exempted Security Guard Agency should pay levy @ 3% to the Board per month on wages paid to the Security Guards on or before 10th of every month. The agency should start paying such levy within the period of 1 month from the date of exemption Notification. The employer agency who persistently makes default in remitting the amount of 3% levy within the time limit specified as above, shall further pay by way of penalty, surcharge @ 10% of the amount to be remitted.

19. In case, the Principal Employer discontinues the exempted Security Guards due to expiry of agreement or due to any reason, in that case, the agency shall submit the details of such Principal Employers and the Security Guards to the Board within 7 days from such discontinuation. In such case the registration of the said Principal Employer shall stand cancelled. The agency shall also submit the details of Security Guards who have left the services due to any reason alongwith details of the Principal Employers to the Board and concerned Police Station within 7 (Seven) days. On receipt of the above details Board will cancel the registration of such exempted guards.

20. From the amount of the payment made by the Principal Employer to the Security Agency, the Security Guards will be paid at least an amount which has been fixed by the Board towards the wages and all the statutory benefits towards Provident Fund, E.S.I.C., Payment of Bonus, leave with wages, leave on national holidays etc. or the same shall be the amount equivalent to 56% of the gross payment made by the Principal Employer to the Security Agency, whichever is higher.

21. The Principal Employer will pay to the agency on a prorata basis for the reliever who would be relieving the Security Guard in case of his weekly off or the amount paid to the reliever shall be 10% of the basic wages, or whichever is higher.

22. The amounts of levy to be deposited to the Security Guards Board, the cost of training of the Security Guards, the cost of supervision, administration of profits of the agency the total cost of which will not exceed more than 30% of the total amount paid by the Principal Employer to the agency.

23. The Service Tax will be levied on the total mandatory cost mentioned herein above at the rate which is in force at any given point of time.

24. In addition to this uniform will be provided to the Security Guards. For this purpose an amount of 4% per annum should be delineate.

25. Wages of the Security Guards will be paid not later than 7th of every next month.

Breach of any of above conditions by the employer agency shall make employer agency liable for cancellation or revocation of the exemption granted under this notification.

It shall be the responsibility of the Principal Employer to see that the terms, conditions and rules are followed scrupulously and in case the agency fails to grant the benefits to the exempted Security Guards as per the conditions of Notification the Principal Employer will be held responsible to pay the same to the exempted Security Guards.

FORM 'A'

**Quarterly Return to be filed by the Agency**

Quarterly Return for the months

Date :

(January-March

April-June

July-September

October-December) :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial Number	Number and Address of the Principal Employer	Location of Security Guards deployed	Name and Category of the Guards
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

FORM 'B'

**Half Yearly Return to be submitted by Security Guards Agency**

Period of Return : January to June/

Date :

July to December

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Name and Address of Principal Employer	Total No. of Security Guards engaged Categorywise	No. of Security Guards who have left the Security Guards Agency Categorywise	Number of Security Guards Newly Recruited Categorywise
(1)	(2)	(3)	(4)	(5)

Authorised Signatory,

(Name and Designation).

## FORM 'C'

**Statement to be submitted to the Security Guards Board regarding disbursement of wages.**

Disbursement of wages for the month of :

Name and Address of the Principal Employer :

Name of the Bank (Branch and Address) :

Serial No.	Name of the Security Guard	No. and Date of the Cheque	Amount
(1)	(2)	(3)	(4)

Authorised Signatory,

(Name and Designation).

## FORM 'D'

**Annual Return to be submitted by Security Guards Agency**

Period of Annual Return :

Date :

Name and Address of the Agency :

Notification No. and Date :

Registration No. of Agency with the Board :

Serial No.	Months (April to March)	Total No. of Security Guard engaged	Total Wages Paid to the Security Guard	The Wages on which the P.F. Contribution is deducted	3% Levy Submitted to Board
(1)	(2)	(3)	(4)	(5)	(6)

Authorised Signatory,

(Name and Designation).

By order and in the name of the Governor of Maharashtra,

N. D. THORVE,

Section Officer.